

operating an FM station on that frequency, and to do any and all other things determined by the Stockholders to be necessary, desirable or incidental to the foregoing primary purpose, and to engage in such activities incidental or auxiliary thereto as the Stockholders may deem advisable.

4. Registered Agent. The Corporation's registered agent in Delaware and authorized agent for service of process is the Corporation Trust Company, 1209 Orange Street, Wilmington, Delaware.

5. Directors. The Stockholders agree that Herbert E. Long, Jr., Lorraine H. Brown, and Beatrice W. Welters shall be the initial Directors.

6. Officers. The Stockholders agree that the Corporation shall have the following initial Officers:

Herbert E. Long, Jr.	President
Beatrice W. Welters	Vice-President
Herbert E. Long, III	Vice-President
Lorraine H. Brown	Secretary-Treasurer

7. Stock Ownership. All of the parties hereto subscribe to the following shares of capital stock, totalling 1,000 shares, of no par stock in the corporation for the following consideration and conditions of payment:

<u>Name of Subscriber</u>	<u>Number of Shares Subscribed To</u>	<u>Percentage of Ownership</u>	<u>Initial Capital Contribution</u>	<u>Total Capital Contribution</u>
Herbert E. Long, Jr. 4603-B MacArthur Blvd. Washington, D.C. 20007	163	16.3%	\$13,040	\$ 65,200
Herbert E. Long, III 4603-B MacArthur Blvd. Washington, D.C. 20007	50	5.0%	\$ 4,000	\$20,000
Lorraine H. Brown 312 South Second Street Philadelphia, PA 19106	150	15.0%	12,000	60,000
Beatrice W. Walters 6608 Old Chesterbrook Road McLean, VA 22101	287	28.7%	22,960	114,800
Diane J. Duggin 156 Three Ponds Lane Malvern, PA 19355	287	28.7%	22,960	114,800
Eldridge Smith 307 Glen Echo Road Philadelphia, PA 19119	20	2.0%	1,600	8,000
William E. and Hazel M. Floyd (Tenants by the Entirety) 322 Kerlin Street Chester, PA 19013	13	1.3%	1,040	5,200
Alicia Perkins Coventry Court 707A S. 18th Street Philadelphia, PA 19146	13	1.3%	1,040	5,200
Odessa and James Floyd, Sr. (Tenants by the Entirety) 617 W. 2nd Street Chester, PA 19013	13	1.3%	1,040	5,200
William Thompson 719 E. 25th Street Chester, PA 19013	3	.3%	240	1,200
Nicholas Perkins Coventry Court 707A S. 18th Street Philadelphia, PA 19146	1	.1%	80	400
	<u>1,000</u>	<u>100.0%</u>	<u>\$80,000</u>	<u>\$400,000</u>

**BROADCAST EQUAL EMPLOYMENT OPPORTUNITY
MODEL PROGRAM REPORT**

1. APPLICANT

Name of Applicant ALLEGHENY COMMUNICATIONS GROUP, INC.	Address 4603-B MacArthur Boulevard Washington, DC 20007
Telephone Number (include area code) (202) 337-1425	

2. This form is being submitted in conjunction with:

- ☒ Application for Construction Permit for New Station ☐ Application for Assignment of License
- ☐ Application for Transfer of Control
- (a) Call letters (or channel number of frequency) **229B**
- (b) Community of License (city and state) **PITTSBURGH, PA**

GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified minorities and women in the relevant available labor force.

II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified minority and female job applicants. Not all of the categories of recruitment sources need be utilized. The purpose of the listing is to assist the applicant in developing specialized referral sources to establish a pool of qualified minorities and women who can be contacted as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

V. TRAINING

Training programs are not mandatory. Each applicant is expected to decide, depending upon its own individual situation, whether a training program is feasible and would assist in its effort to increase the available pool of qualified minority and female applicants. Additionally, the applicant may set forth any other assistance it proposes to give to students, schools or colleges which is designed to be of benefit to minorities and women interested in entering the broadcasting field. The beneficiary of such assistance should be listed, as well as the form of assistance, such as contributions to scholarships, participation in work study programs, and the like.

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and

- ☒ The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- ☐ Other (specify)

IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

- ☒ We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:

Pittsburgh Urban League
NAACP - Pittsburgh Chapter

Women's Center & Shelter of Pittsburgh
Delta Sigma Theta Sorority, Inc.

- ☒ In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

Pennsylvania Job Service
Hill House Association

- ☒ When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:

University of Pittsburgh
Duquesne University
Carnegie-Mellon University
Robert Morris College

- ☒ When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be

V. TRAINING

- ☐ Station resources and/or needs will be such that we will be unable or do not choose to institute programs for upgrading the skills of employees.
- ☒ We will provide on-the-job training to upgrade the skills of employees.
- ☒ We will provide assistance to students, schools, or colleges in programs designed to enable qualified minorities and women to compete in the broadcast employment market on an equitable basis:

School or Other Beneficiary
Schools Identified Above

Proposed Form of Assistance
Student internships as
feasible

☐ Other (specify) _____

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the application requested is consistent with the public interest. The staff, consisting variously of attorneys, analysts, engineers, and applications examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

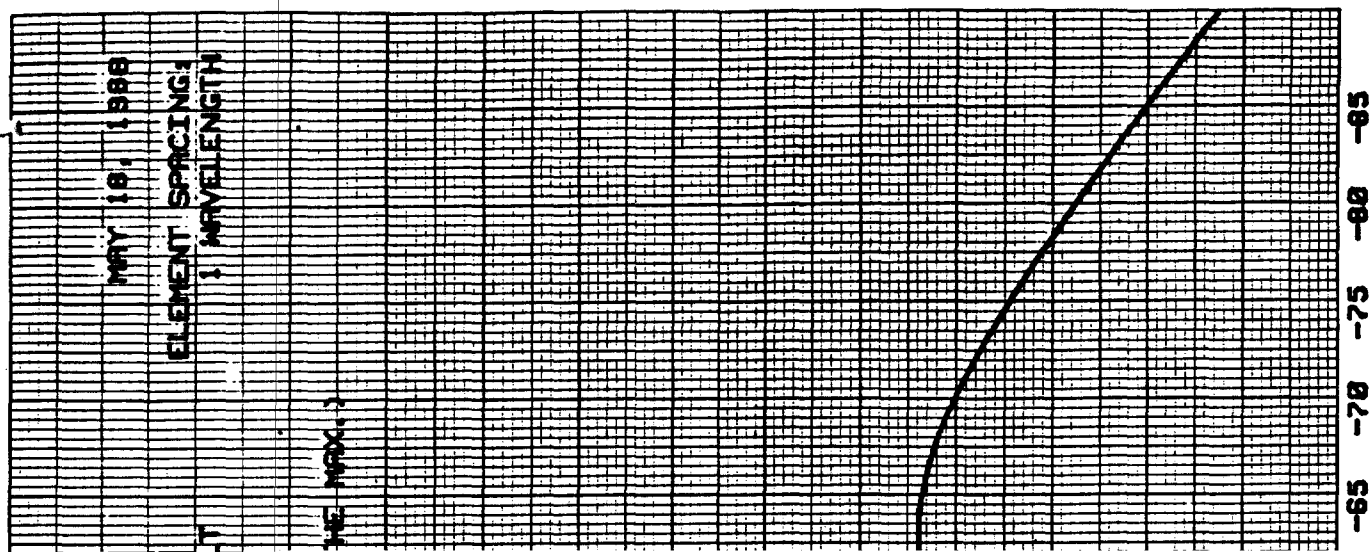
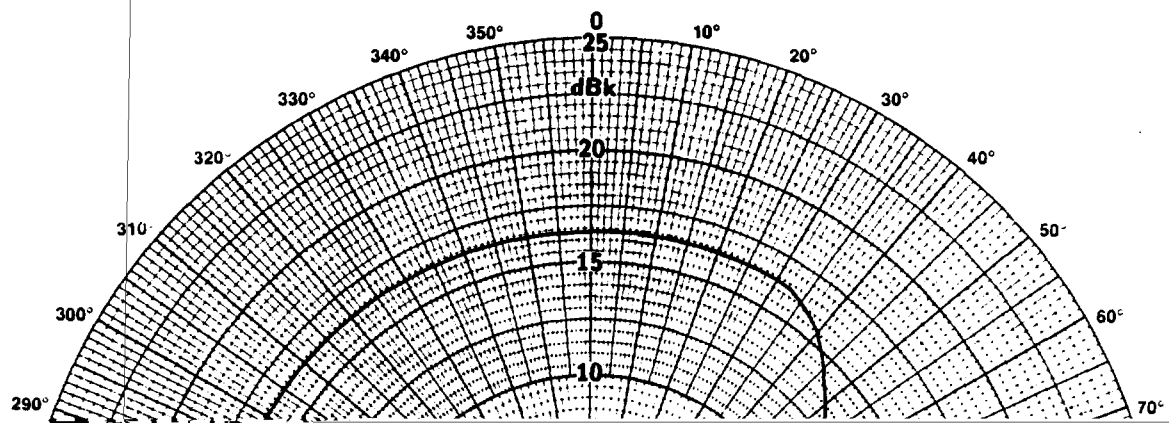
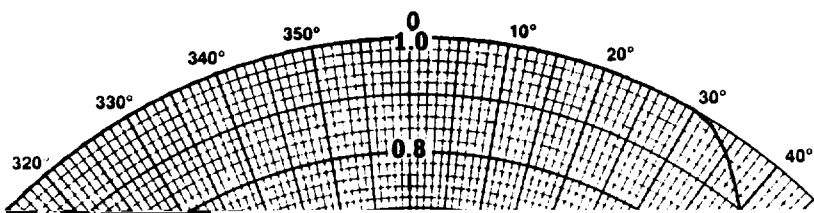


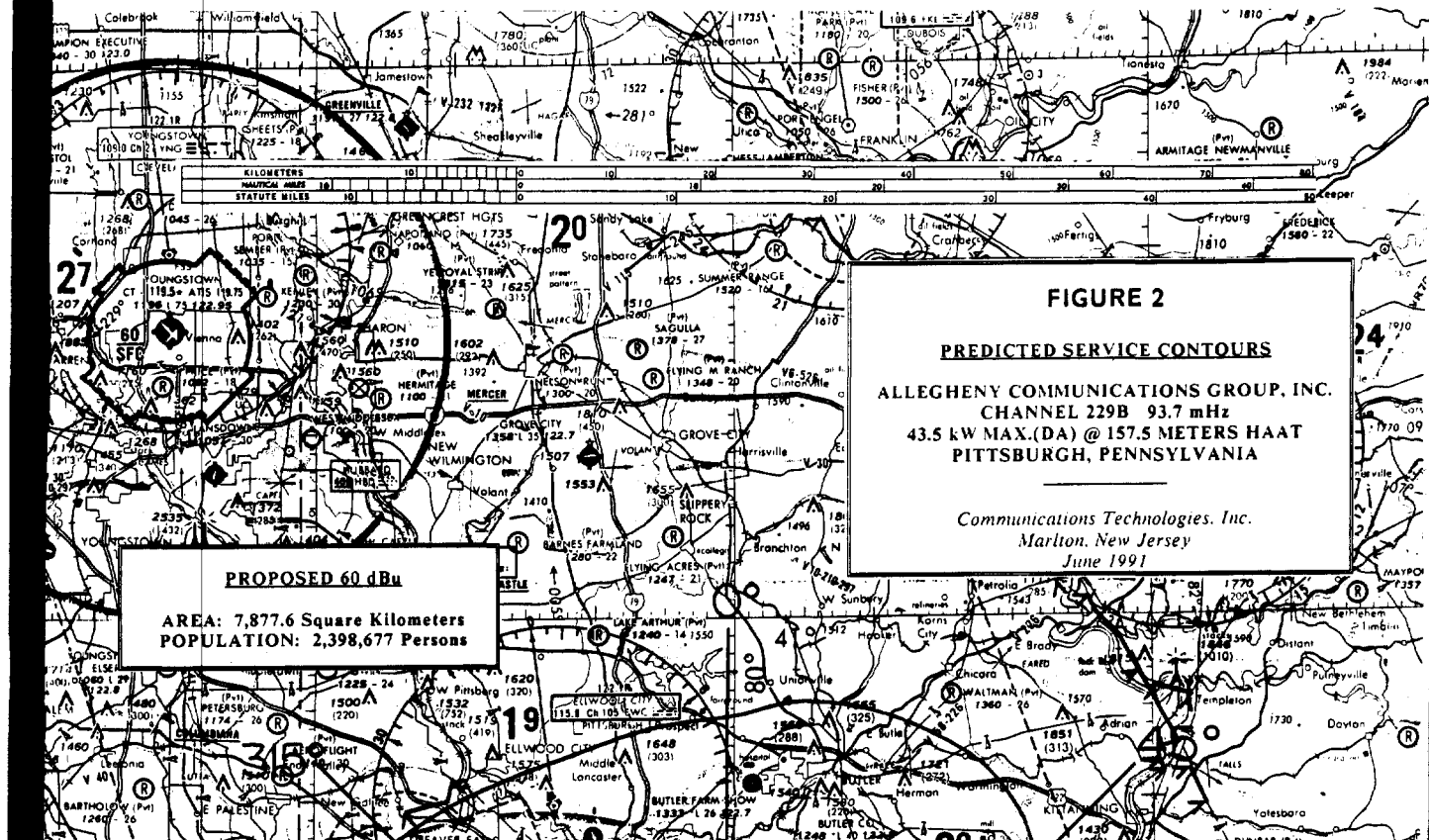
FIGURE 8

North Latitude: 40° 29' 49"
West Longitude: 80° 00' 17"



North Latitude: 40° 29' 49"
West Longitude: 80° 00' 17"



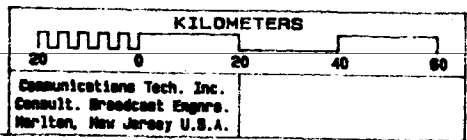
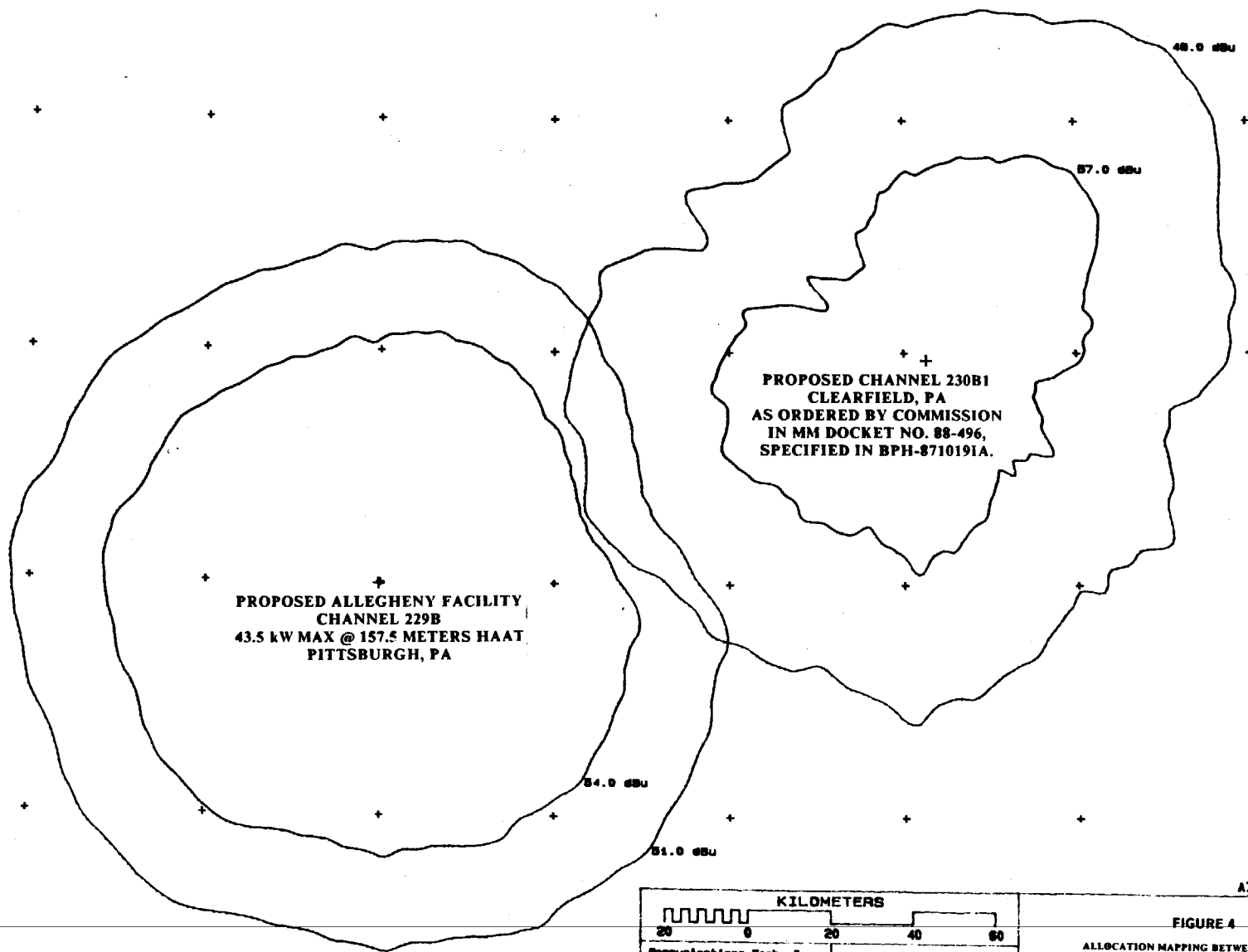


N 41 30 0
W 81 30 0

N 41 30 0
W 77 30 0

N 40 0 0
W 81 30 0

N 40 0 0
W 77 30 0



Albers

FIGURE 4
ALLOCATION MAPPING BETWEEN PROPOSED
ALLEGHENY FACILITY AND WQYX, CLEARFIELD, PA

PITTSBURGH WEST QUADRANGLE
PENNSYLVANIA—ALLEGHENY CO.
7.5 MINUTE SERIES (TOPOGRAPHIC)

885 III SW
(GENSHAW)

